

PULL OUT LATTICE

Commonwealth of Virginia

EARLY CHILDHOOD AND CHILD CARE PROFESSIONAL DEVELOPMENT CAREER LATTICE

This document is a product of
Virginia's Early Childhood Development Alignment Project

An Initiative of



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Commonwealth of Virginia Early Childhood and Child Care Professions

The Career Lattice details steps of career development based on training, education, and experience, and developing a plan for professional advancement in early childhood education and care.

The lattice indicates the *minimum licensing requirements* for professionals employed by organizations regulated by VDSS. For those individuals who wish to become licensed as teachers, the lattice indicates the minimum requirements for teachers to have an Associate degree (Step VI) or higher, 100% to have a minimum of a 120-clock-hour credential (Step III). Also, some employers may require additional requirements.

	ENTRY LEVEL		STEP I	STEP II	STEP III
	AIDE ENTRY LEVEL	FAMILY DAY HOME PROVIDER (FDH) ENTRY LEVEL	PROGRAM LEADER/TEACHER (PL) ENTRY LEVEL	VDSS EARLY CHILDHOOD ENDORSEMENT	120-CLOCK-HOUR CHILD DEVT. CREDENTIAL [PROGRAM DIRECTOR (PD) ENTRY LEVEL]
LICENSING REQUIREMENTS	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> Minimum 16 yrs of age Current TB Screening Satisfactory Sworn Statement Clear Criminal History Record Report Clear Child Protective Services Central Registry Check Ability to communicate with emergency personnel 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> Provider – Minimum 18 yrs of age Aide – Minimum 14 yrs of age First Aid and Cardiopulmonary Resuscitation (CPR) Current TB Screening Satisfactory Sworn Statement Clear Criminal History Record Report Clear Child Protective Services Central Registry Check Demonstrated proficiency in English 	A. LICENSING REQUIREMENTS: <ul style="list-style-type: none"> Minimum 18 yrs of age High school program completion or equivalent Current TB Screening Satisfactory Sworn Statement Clear Criminal History Record Report Clear Child Protective Services Central Registry Check Ability to communicate with emergency personnel B. LICENSING TRAINING REQUIREMENTS: <ul style="list-style-type: none"> Within six months prior to assuming Program Leader (PL) position, must receive a minimum of 20* clock hours of training related to the care of children, including, but not limited to: <ol style="list-style-type: none"> Child Development Playground Safety Health/Safety Preventing/Reporting Child Abuse/Neglect <p>*24 hrs required as of 06-01-08</p> HIGH SCHOOL EDUCATION OPTION: <ul style="list-style-type: none"> Completion of Virginia Department of Education High School Early Childhood Education I & II with National Occupational Competency Testing Institute (NOCTI) Certification 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH – Meets FDH Entry Level PL – Meets Step I A & B TRAINING: <ul style="list-style-type: none"> Virginia Department of Social Services (VDSS) Early Childhood Endorsement – Infant and Toddler Or Preschool - 48 clock hours of training (12 4-hour classes) for each endorsement OR: EDUCATION: <ul style="list-style-type: none"> CHD 166 – Infant and Toddler Programs (College course consisting of at least 3 credits) CHD 120 - Introduction to Early Childhood Education (College course consisting of at least 3 credits) 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH – Meets FDH Entry Level PL - Meets Step I A Program Director (PD) – Meets Step I A and minimum 21 years of age PD without mgmt. experience¹ must have 10 clock hrs. of mgmt. training OR one child care mgmt. course OR one college course in business-related field TRAINING: <ul style="list-style-type: none"> Minimum 120 clock hours of child-related training as specified by credentialing organization² and VA Standards for Licensed Child Day Centers (CDCs) OR: EDUCATION: <ul style="list-style-type: none"> College courses equivalent to or exceeding 120 clock hours of training requirement as determined by credentialing organization² and VA Standards for Licensed CDCs OTHER REQUIREMENTS: <ul style="list-style-type: none"> As determined by credentialing organization² and VA Standards for Licensed CDCs
TRAINING					
EDUCATION					
EXPERIENCE	<ul style="list-style-type: none"> None required at this level 	<ul style="list-style-type: none"> None required at this level 	<ul style="list-style-type: none"> PL – 6 months supervised programmatic experience 	<ul style="list-style-type: none"> PL – 6 months supervised programmatic experience 	<ul style="list-style-type: none"> PL – 3 months PD – 2 years w/1 year supervisory
CREDENTIAL	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> VDSS Infant & Toddler Endorsement VDSS Preschool Endorsement 	<ul style="list-style-type: none"> 120-Clock-Hour Child Development Credential [e.g., Child Development Associate (CDA)]

¹ Mgmt. experience is defined as at least six months of on-the-job training in an administrative position that requires supervising, orienting, training, and scheduling staff.

² International or national credentialing organization that meets requirements as stated in 22 VAC 15-30-230 A 4 b of Virginia Standards for Licensed Child Day Centers.

³ Child-related field such as, but not limited to, child care administration, early childhood administration, child development, early childhood development, early childhood education (ECE), human development, early childhood special education, child care, and elementary education (Early Childhood, PK-3, NK-3).

Health of Virginia Professional Development Career Lattice

education, and experience in the field. The Lattice provides guidance for any individual and child care based on Virginia Department of Social Services (VDSS) Licensing Standards.

to pursue a position that is regulated by another federal or state authority, a higher level of qualification may be required. For example, Head Start requires 50% require a higher level of qualification, e.g., 98% of teachers employed by the Virginia Preschool Initiative program hold a Bachelor degree (Step VII) or higher.

STEP IV	STEP V	STEP VI	STEP VII	STEP VIII	STEP IX	
12-CREDIT COMMUNITY COLLEGE CERTIFICATE	ONE-YEAR COMMUNITY COLLEGE CERTIFICATE	ASSOCIATE DEGREE	BACHELOR DEGREE	MASTER DEGREE	DOCTORATE DEGREE	
LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH – Meets FDH Entry Level PL – Meets Step I A PD – Meets Steps I A & III EDUCATION: <ul style="list-style-type: none"> Community College Certificate in approved course of study in child-related field³ w/minimum of 12 total credits 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH – Meets FDH Entry Level PL - Meets Step I A PD - Meets Steps I A & III EDUCATION: <ul style="list-style-type: none"> One-year community college certificate in approved course of study in child-related field³ w/minimum of 30 total credits 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH – Meets FDH Entry Level PL - Meets Step I A PD – Meets Steps I A & III EDUCATION: <ul style="list-style-type: none"> Approved course of study in child-related field³ 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH-Meets FDH Entry Level PL-Meets Step I A PD-Meets Steps I A & III EDUCATION: <ul style="list-style-type: none"> Approved course of study in child-related field³ or with child-related Licensure or Endorsement 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH-Meets FDH Entry Level PL-Meets Step I A PD-Meets Steps I A & III EDUCATION: <ul style="list-style-type: none"> Approved course of study in child-related field³ 	LICENSING REQUIREMENTS: <ul style="list-style-type: none"> FDH-Meets FDH Entry Level PL-Meets Step I A PD-Meets Steps I A & III EDUCATION: <ul style="list-style-type: none"> Approved course of study in child-related field³ 	LICENSING REQUIREMENTS
						TRAINING
						EDUCATION
<ul style="list-style-type: none"> PL – 3 months PD – 2 years w/1 year supervisory 	<ul style="list-style-type: none"> PL – 3 months PD – 2 years w/1 year supervisory 	<ul style="list-style-type: none"> PL – 3 months PD – 1 year 	<ul style="list-style-type: none"> PD – 1 year 	<ul style="list-style-type: none"> PD – 6 months 	<ul style="list-style-type: none"> PD – 6 months 	EXPERIENCE
<ul style="list-style-type: none"> Community College Certificate in child-related field³ w/minimum 12 total credits 	<ul style="list-style-type: none"> One-year Community College Certificate in child-related field³ w/minimum 30 total credits 	<ul style="list-style-type: none"> Associate in Applied Science Associate of Science Associate of Arts 	<ul style="list-style-type: none"> Bachelor of Science Bachelor of Arts 	<ul style="list-style-type: none"> Master of Science Master of Arts Master of Education Master of Teaching 	<ul style="list-style-type: none"> Doctor of Philosophy (Ph.D.) Doctor of Education (Ed.D.) 	CREDENTIAL

KEY: FDH – Family Day Home Provider PL – Program Leader/Teacher PD – Program Director

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PROFESSIONAL DEVELOPMENT RESOURCES

TRAINING		
ADULT EDUCATION		
English as a Second Language, GED	VA Adult Learning Resource Center, VCU	www.valrc.org
GED Classes	VA Adult Learning Resource Center, VCU	www.vaged.vcu.edu/index.shtml
CHILD DEVELOPMENT		
Apprenticeship Program	VA Dept. of Labor and Industry	www.doli.virginia.gov
Distance Learning*	National Child Care Information Center	http://nccic.acf.hhs.gov/poptopics/statedistlearning.html
TIPS Training Calendar	VA Dept. of Social Services	www.dss.virginia.gov/family/cc_providertrain/tips.cgi
VDSS Training	VA Dept. of Social Services	www.dss.virginia.gov/family/cc_professionals_resources.html
HEALTH AND SAFETY		
Child Abuse and Neglect	VISSTA, VCU	www.vcu.edu/vissta/training/va_teachers
Child Passenger Safety	VA Dept. of Health	email Tobey Allen at tobey.allen@vdh.virginia.gov
First Aid & CPR	American Red Cross	www.redcross.org/services/hss
	American Heart Association	www.americanheart.org
	National Safety Council	www.nsc.org
	American Safety and Health Institute	http://ashinstitute.org
Playground Safety	National Program for Playground Safety	www.playgroundsafety.org
VDSS ENDORSEMENT		
Early Childhood Endorsement Program	VA Dept. of Social Services	www.dss.virginia.gov/family/cc_professionals_resources.html
CREDENTIAL ORGANIZATIONS**		
CCDE	Child Development Education Alliance	www.CDEAlliance.org
CDA	Council for Professional Recognition	www.cdacouncil.org/cda.htm
ELS1, ELS2, ELS3	IACCEPT	www.iaccept.org
EXECS	National Association of Child Care Professionals	www.naccp.org
NAC, CCP	National Child Care Association	www.nccanet.org
PAC	Association of Christian Schools International	www.acsi.org
PS1, PS2	International Academy of Private Education	www.iapeservices.org
EDUCATION		
Community College Certificates and Degrees	Virginia Community College System	www.vccs.edu or http://myfuture.vccs.edu/earlychildhood/
Distance Learning*	National Child Care Information Center	http://nccic.acf.hhs.gov/poptopics/statedistlearning.html
Family and Consumer Sciences Classes (ECE)	VA Dept. of Education High School ECE I & II	www.cteresource.org/verso2/search
Higher Education Degrees	State Council of Higher Education for VA	www.schev.edu
Online Degree ECE	Child Care Exchange	www.childcareexchange.com
FINANCIAL AID		
VA Child Care Provider Scholarship Program	VA Dept. of Social Services	www.dss.virginia.gov/family/cc_professionals_resources.html
Various	Federal	http://studentaid.ed.gov/PORTALSWebApp/students/english/index.jsp
Various	State	www.virginia.gov/cmsportal2/education_4096/for_students_4101/financial_aid.html
Various	State Council of Higher Education for Virginia	www.schev.virginia.gov/students/Payforcollege.asp

*Distance Learning programs 1) must meet VDSS Criteria for Provider Training (www.dss.virginia.gov/family/cc_professionals_resources.html) to qualify for clock hours of training credit, and 2) may not fully meet VDSS Program Director qualification requirements as stated in 22 VAC 15-30-230 A 4 b. Virginia Regional Licensing Office personnel can assist providers in this determination.

** Program Directors - contact your VDSS licensing inspector to determine whether the credentials issued by these organizations meet the "child development credential" requirements as stated in Standards for Licensed Child Day Centers (22 VAC 15-30-230 A 4 b).

Inclusion of training, education and professional organizations is for informational purposes only and does not imply endorsement of any program contained herein.